



FOX 2/WJBK

**Annual EEO Public File
Report**

**Coverage Period:
June 1, 2020 – May 31, 2021**

FOX 2/WJBK
RECRUITMENT SUMMARY INFORMATION

Coverage Period: June 1, 2020 to May 31, 2021

Station's Comprising Station Employment Unit: WJBK

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Recruitment Source of Hire	Date of Hire
Broadcast Maintenance Technician – Union Position	Internal Workday Career Site	10/26/2020
Newscast Director – Union Position	Internal Workday Career Site	10/12/2020
Digital Content Creator	WJBK Website Fox2Detroit	3/1/2021
Traffic Assistant	LinkedIn.com	3/4/2021
Editor/Photographer – Union Position	Internal Workday Career Site	5/24/2021

Total Number of Persons Interviewed During Applicable Period: **36**

Section 2: Recruitment Source Information

Recruitment Source (Company, Address, Telephone #, Contact Person)	Total Number Of Interviewees This Source Has Provided During this Period (If Any)	Full-time Positions For Which Source Was Utilized
Internal Job Postings Workday Career Section FTS Stations	7	Broadcast Maintenance Technician- Union Position Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position
FOX Careers Website www.foxcareers.com	6	Broadcast Maintenance Technician- Union Position Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position
WJBK Website www.fox2detroit.com	5	Broadcast Maintenance Technician- Union Position Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position
WJBK Career Board (Facility Job Posting Board)		Broadcast Maintenance Technician- Union Position Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position

In addition to the above recruitment source information, job openings are sent to the Human Resources contact for each owned and operated FOX Television Stations nationwide in an effort to increase the opportunity for company internal promotions and expand the recruiting area.

All FOX O&O Stations:

KTTV/KCOP-TV 1999 S. Bundy Drive Los Angeles, CA 90025 Denise.Rosas@foxtv.com	WFLD/WPWR-TV 205 N. Michigan Avenue Chicago, IL 60601 Sharming.Scott-Nathan@foxtv.com	WTFX-TV 330 Market Street Philadelphia, PA 19106 Adrienne.Pritchett@foxtv.com
KDFW/KDFI 400 N. Griffin Street Dallas, TX 75202 Nicole.Robles@foxtv.com	WAGA-TV 1551 Briarcliff Road, NE Atlanta, GA 30306 Regina.Davis@foxtv.com	KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027 Tracey.Rivers@foxtv.com
WJBK 16550 W. Nine Mile Road Southfield, MI 48075 Cynthia.Smith@foxtv.com	KSAZ-TV/KUTP 511 W. Adams Street Phoenix, AZ 85003 Heather.Hanson@foxtv.com	WTTG/WDCA 5151 Wisconsin Avenue NW Washington, DC 20016 Murphy.Baker@foxtv.com
KMSP-TV/WFTC 11358 Viking Drive Eden Prairie, MN 55344 Kate.O'Hara@foxtv.com	WOFL/WRBW 35 Skyline Drive Lake Mary, FL 32746 Iraida.Morillo@foxtv.com	KTBC 119 E. 10 th Street Austin, TX 78701 Lisa.Cordes@foxtv.com
KCPQ/KZJO 1813 Westlake Avenue, N. Seattle, WA 98109 Tracy.Rivers@foxtv.com	KTVU/KICU-TV 2 Jack London Square Oakland, CA 94607 Chris.Nohr@foxtv.com	FOX Stations Sales 205 East 67 th Street New York, NY 10065 Bonnie.Yuen@foxtv.com
WTVT 3213 W. Kennedy Blvd. Tampa, FL Iris.Sierra@foxtv.com	TVHO 1211 Avenue of the Americas New York, NY 10036 Heather.Frascella@foxtv.com	
WITI 90001 N. Green Bay Road Milwaukee, WI 53209 Sharming.Scott-Nathan@foxtv.com	WOGX 4727 NW 53 rd Ave., Suite A Gainesville, FL 32653	

Fox2detroit.com serves the community in a number of powerful ways. It provides Metro Detroiters/Michiganders with the latest news, weather and traffic information. Severe weather alerts are sent directly to viewers' emails along with breaking news and traffic emergencies. In addition, its community section has a list of public events and allows users to interact with each other in the form of blogs, discussion boards and through sharing of photos/videos. There is a dedicated page devoted to The Job Shop, that is renown in the area for its wealth of job search information, including coaching, resume writing, interview skills and, of course, job listings, which is fully interactive with the community. News and information is widely disseminated through this vital and active tool. Station information on fox2detroit.com includes: internship program, the aforementioned job listings, community events and activities throughout the viewing area, the Public File information and more. Our web also has direct links to many national and local sites. WJBK FOX 2's website attracts approximately **102,411,970** page views per day and approximately **30,285,814** unique visitors each day.

COLLEGES, UNIVERSITIES & OTHER (Company, Address & Contact Person)	Total Number of Interviews This Source Has Provided During This Period (If Any)	Full-time Positions For Which Source Was Utilized
Dr. Jeffrey S. Smith, Ass't Professor, Internship Coordinator, Central Michigan University 306 Moore Hall, Mt. Pleasant, MI 48859		Broadcast Maintenance Technician- Union Position Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position
Lawrence Technological University 21000 West 10 Mile Road Southfield, MI 48075-1058		Broadcast Maintenance Technician- Union Position Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position
Dr. Denise B. Maybank Michigan State University 153 Student Affairs Bldg. East Lansing, MI 48824-1113		Broadcast Maintenance Technician- Union Position Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position
L.A. Dickerson, Journalism Department Michigan State University 343 Communications Arts & Science Bldg. East Lansing, MI 48224-1212		Broadcast Maintenance Technician- Union Position Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position
Intern Coordinator, Dept. of Telecommunications Michigan State University 409 Communications Arts & Sciences Bldg. East Lansing, MI 48824-1212		Broadcast Maintenance Technician- Union Position Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position

Carol Anne Ketelsen, Career Consultant Oakland University Career Services 154 North Foundation Hall Rochester, MI 48309-4401		Broadcast Maintenance Technician– Union Position Newscast Director– Union Position Traffic Assistant Digital Contact Creator Editor/Photographer– Union Position
Dr. Valerie Palmer-Mehta, Internship Director Oakland University 2200 N Squirrel Rd. Rochester, MI 48309-4401		Broadcast Maintenance Technician– Union Position Newscast Director– Union Position Traffic Assistant Digital Contact Creator Editor/Photographer– Union Position
Dr. Marilyn Kritzman Department of Communications Western Michigan University 319 Sprau Tower Kalamazoo, MI 49008		Broadcast Maintenance Technician– Union Position Newscast Director– Union Position Traffic Assistant Digital Contact Creator Editor/Photographer– Union Position
Melissa Samuels, Assistant Director Work Experience & Placement Services Marygrove College 8425 W. McNicholas Detroit, MI 48221		Broadcast Maintenance Technician– Union Position Newscast Director– Union Position Traffic Assistant Digital Contact Creator Editor/Photographer– Union Position
Mary Lytle Program Director Livingston Mediation Center 123 E. Washington, Box 138 Howell, MI 48843		Broadcast Maintenance Technician– Union Position Newscast Director– Union Position Traffic Assistant Digital Contact Creator Editor/Photographer– Union Position
Ingrid Kroeger, Co-op & Internship Coordinator Madonna University 36600 Schoolcraft Livonia, MI 48150-1173		Broadcast Maintenance Technician– Union Position Newscast Director– Union Position Traffic Assistant Digital Contact Creator Editor/Photographer– Union Position
Katie Peters, Placement Advisor Specs Howard School of Broadcast Arts 19900 W. Nine Mile Road Southfield, MI 48075		Broadcast Maintenance Technician– Union Position Newscast Director– Union Position Traffic Assistant Digital Contact Creator Editor/Photographer– Union Position
Dick Kernan, VP of Industry Relations Specs Howard School of Media Arts 19900 W. Nine Mile Road Southfield, MI 48075		Broadcast Maintenance Technician– Union Position Newscast Director– Union Position Traffic Assistant Digital Contact Creator Editor/Photographer– Union Position

Dr. Carolyn Kraus, Internship Coordinator, Humanities University of Michigan Dearborn 4901 Evergreen Road Dearborn, MI 48128		Broadcast Maintenance Technician– Union Position Newscast Director– Union Position Traffic Assistant Digital Contact Creator Editor/Photographer– Union Position
Dr. Anthony McGill University of Michigan Flint 4116 William S. White Bldg. 303 E. Kearsley St. Flint, MI 48502-2186		Broadcast Maintenance Technician– Union Position Newscast Director– Union Position Traffic Assistant Digital Contact Creator Editor/Photographer– Union Position
Alicia Nails, Director, Journalism Institute for Media Diversity, Wayne State University 559 Manoogian Hall Detroit, MI 48201		Broadcast Maintenance Technician– Union Position Newscast Director– Union Position Traffic Assistant Digital Contact Creator Editor/Photographer– Union Position
Wayne County Community College Jonathan Cartwright 801 W. Fort Street Detroit, MI 48213		Broadcast Maintenance Technician– Union Position Newscast Director– Union Position Traffic Assistant Digital Contact Creator Editor/Photographer– Union Position
Dr. Geoffrey Hammill, Internship Coordinator Department of Communications Eastern Michigan University 714 E. Pray-Harrold Ypsilanti, MI 48197		Broadcast Maintenance Technician– Union Position Newscast Director– Union Position Traffic Assistant Digital Contact Creator Editor/Photographer– Union Position
Barbara J. Jones, Sr. Corp. Relations Manager Eastern Michigan University 200 McKenny Hall Ypsilanti, MI 48197		Broadcast Maintenance Technician– Union Position Newscast Director– Union Position Traffic Assistant Digital Contact Creator Editor/Photographer– Union Position
Ebony Jones, Sr. Corp. Relations Manager Eastern Michigan University 200 McKenny Hall Ypsilanti, MI 48197		Broadcast Maintenance Technician– Union Position Newscast Director– Union Position Traffic Assistant Digital Contact Creator Editor/Photographer– Union Position
Richard Berman Center for Career & Professional Development Kalamazoo College 1200 Academy Street Kalamazoo, MI 49007		Broadcast Maintenance Technician– Union Position Newscast Director– Union Position Traffic Assistant Digital Contact Creator Editor/Photographer– Union Position

Kimmerly S. Piper-Aiken, Ass't Professor of Journalism Wayne State University 565 Manoogian Detroit, MI 48201		Broadcast Maintenance Technician– Union Position Newscast Director– Union Position Traffic Assistant Digital Contact Creator Editor/Photographer– Union Position
Connie Morcom, Ass't Professor Television & Digital Media Production Ferris State University 1349 Cramer Circle, BIS 303 Big Rapids, MI 49307-2737		Broadcast Maintenance Technician– Union Position Newscast Director– Union Position Traffic Assistant Digital Contact Creator Editor/Photographer– Union Position
Career Services Office Grand Valley State University 290 Lake Superior Hall Allendale, MI 49401		Broadcast Maintenance Technician– Union Position Newscast Director– Union Position Traffic Assistant Digital Contact Creator Editor/Photographer– Union Position
Euphemia Franklin Southeastern Michigan Indians, Inc. 26641 Lawrence Centerline, MI 48015		Broadcast Maintenance Technician– Union Position Newscast Director– Union Position Traffic Assistant Digital Contact Creator Editor/Photographer– Union Position
Alison Vaughn, Executive Director Jackets for Jobs 5555 Conner, Suite 2097 Detroit, MI 48213		Broadcast Maintenance Technician– Union Position Newscast Director– Union Position Traffic Assistant Digital Contact Creator Editor/Photographer– Union Position
Christie DeLozano Latin Americans for Social/Econ. Dev. 4138 West Vernor Detroit, MI		Broadcast Maintenance Technician– Union Position Newscast Director– Union Position Traffic Assistant Digital Contact Creator Editor/Photographer– Union Position
Peter C. Charest, SMSgt, USAF (retired) Civilian Jobs 1825 Barrett Lakes Blvd Suite 300 Kennesaw, GA 30144		Broadcast Maintenance Technician– Union Position Newscast Director– Union Position Traffic Assistant Digital Contact Creator Editor/Photographer– Union Position
Dr. Keith Oppenheim, Broadcasting Internship Coordinator Grand Valley State University 290 Lake Superior Hall Allendale, MI 49401		Broadcast Maintenance Technician– Union Position Newscast Director– Union Position Traffic Assistant Digital Contact Creator Editor/Photographer– Union Position

Solomon Miles Uplift Community Foundation Job Referral Services 6426 – 6 th Street, NW Washington, D.C. 20012-2662		Broadcast Maintenance Technician– Union Position Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position
Craig R. Papas, Executive Director Resolution Center/Macomb 176 S. Main St. #102 Mt. Clemens, MI 48043		Broadcast Maintenance Technician– Union Position Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position
Larry Beery School Communications Grand Valley State University 290 Lake Superior Hall Allendale, MI 49401		Broadcast Maintenance Technician– Union Position Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position
Sharon Synder, Director of Development JVS 29699 Southfield Rd. Southfield, MI 48076		Broadcast Maintenance Technician– Union Position Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position
Sonia Harb, MSW, CSW Director of Employment & Training ACCESS 6451 Schaefer Rd., 2 nd Floor Dearborn, MI 48126		Broadcast Maintenance Technician– Union Position Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position
Michigan Association of Broadcaster 819 N. Washington Ave. Lansing 48906		Broadcast Maintenance Technician– Union Position Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position
Michael Barham The Emma L. Bowen Foundation for Minority Interest in Media, Inc. 524 West 57 th Street New York, NY 10019		Broadcast Maintenance Technician– Union Position Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position
Alonza R. Matthews, Director Detroit Urban League Workforce & Career Dev. Center 15770 James Couzen Detroit, MI 48238		Broadcast Maintenance Technician– Union Position Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position

Howard University School of Communications 525 Bryant Street, NW Washington D.C. 20059		Broadcast Maintenance Technician– Union Position Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position
Denise Van Hee, Program Coordinator Southfield Michigan Works 26000 Evergreen, P.O.2055, Southfield, MI 48037		Broadcast Maintenance Technician– Union Position Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position
Eileen Wilkins, Employer Relations Bates College Office of Career Services 31 Frye Street Lewiston, ME 04240		Broadcast Maintenance Technician– Union Position Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position
Fay Givens American Indian Services, Inc. 1110 Southfield, Rd. Lincoln Park, MI		Broadcast Maintenance Technician– Union Position Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position
Jenny Jarvis (Area on Aging) Director of Communications Area Agency on Aging 29100 Northwestern Highway, Suite 400 Southfield, MI 48034		Broadcast Maintenance Technician– Union Position Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position
Jennifer Kluge, Executive Vice President Michigan Business & Professional Association 27700 Hoover Road Warren, MI 48093		Broadcast Maintenance Technician– Union Position Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position
Myrtle Wilburn NAACP 1000 U Street, NW, Suite 100 Washington, D. C. 20001		Broadcast Maintenance Technician– Union Position Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position
Wassim Mahfouz Executive Director Lebanese American Heritage Club 4337 Maple Road Dearborn, MI 48126		Broadcast Maintenance Technician– Union Position Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position

Boston University https://app.joinhandshake.com		Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position
NATAS MDES02@yahoo.com		Broadcast Maintenance Technician- Union Position Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position
Pure Michigan Talent Connect Mytalent.org		Broadcast Maintenance Technician- Union Position Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position
US Jobs-Veterans Employment Center http://us.jobs		Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position
MetPlus-Michigan Employment and Training cpitts@metplus.org		Broadcast Maintenance Technician- Union Position Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position
Eastern Michigan University https://app.joinhandshake.com		Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position
University of Detroit Mercy https://app.joinhandshake.com		Newscast Director- Union Position Traffic Assistant Digital Contact Creator Editor/Photographer- Union Position

Additional interviewees from other sources: (5) Employee Referrals, (3) LinkedIn.com, (1) University of Michigan, (5) Indeed.com, (1) Professional Association, (1) Staffing Agency (1) National Association of Black Journalists, (1) Broadcast Cable Job Board.

These sources have requested to receive job postings from WJBK.

Section 3: Supplemental Outreach Activities

Outreach Initiatives-

WJBK FOX 2 is dedicated to community involvement and promoting higher education and diversity, therefore all activities listed incorporate these components particularly, but not limited to organizations/efforts involving youth. Staffs involved in such activities discuss their responsibilities, educational background and other requirements of the job, as well as answer questions from the group in this regard. Following is a full listing of FOX 2's outreach initiatives that fit these categories:

1. **(i) Participation in at least four (4) job fairs by station personnel who have substantial responsibility in the making of hiring decisions.**

Cynthia Smith, Human Resources Director

National Outreach Participation – FOX Television Stations, LLC.:

Our Station, WJBK FOX 2 regularly participate in local and national career/job fairs. Career/job fairs provide applicants and potential candidates with the opportunity to learn about FOX Television Stations and the job opportunities and internship/mentoring programs available within our group. A list of current job openings and station contact information is available upon request. FOX Television Stations, WJBK FOX 2 Human Resources and other management staff regularly participate in local and national conferences sponsored by minority and/or women's organizations. During the review period, such events included:

- Emma Bowen Virtual Career Fair – Emma Bowen Minority Interest in Media held a Career Fair on July 15, 2020 and attended by all FTS HR Directors. Recruitment for all FTS O&O's.
- National Association of Hispanic Journalists (NAHJ) & National Association of Black Journalists (NABJ) Virtual Convention & Career Fair - Held on August 5, 2020 – August 7, 2020. Attended by FTS HR Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WNYW/WWOR), Tracey Rivers (KRIV/KTXH & KCPQ/KZJO), Regina Davis (WAGA), Iraida Morillo (WOFL/WRBW/WOGX), Nicole Robles (KDFW/KDFI) and VP News Directors Byron Harmon(WNYW/WWOR), John Hoffman (WTVT), Matt Piacente (WFLD/WPWR), Susan Schiller (KRIV/KTXH). Recruitment for all FTS O&O's.
- Asian American Journalists Association (AAJA) Virtual Trade Show – Held on August 12, 2020 – August 14, 2020. Attended by FTS HR Regional Director Iris Sierra (TVHO, WTVT), FTS HR Directors Roselyn Barranda (WNYW/WWOR), Kate O'Hara (KMSP/WFTC), Regina Davis (WAGA) and VP News Directors Scott Stucky (WAGA), John Hoffman (WTVT), Robin Whitmeyer (KDFW/KDFI). Recruitment for all FTS O&O's.

Section 3: Supplemental Outreach Activities continued.

2. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

FOX 2 College Internship Program-

Since its inception in the late 1970s, diversity has been the foundation of the FOX College Internship Program, which was developed to attract and assist minority and female students, making the station a leader in the Detroit television broadcast market in this regard. WJBK FOX 2 continues to offer the most comprehensive program. Now, we accept the best of the best, which means a fewer number of students, but this allows each student to get the most of this internship opportunity. Plus, this makes the program more exclusive, ultimately attracting the most qualified and ambitious juniors, seniors and graduate students who are enrolled in journalism, broadcast journalism and business curriculums. The students work a minimum of 15 hours per week and receive college credit at the successful conclusion of their internship. WJBK FOX 2 has developed additional educational aspects to the program as a way to give the students the skills they need to acquire a position in the broadcast industry. WJBK FOX 2 offers, broadcast writing seminars to help the students learn the correct way to write for television news. Qualified students also have the opportunity to work in all aspects of the station's operations, excluding technical positions under union mandate. Students are evaluated at the end of the internship and the evaluations are submitted to their respective college or university.

As many former interns are hired by FOX 2, the College Internship Program remains an integral component of our recruitment arm.

Following is a list of the participating institutions from which we recruit:

- Albion College
- Arizona State University
- Baker College
- Central Michigan University
- Columbia College-Chicago
- DePaul University
- Eastern Michigan University
- Ferris State University
- Florida Institute of Technology
- Hope College
- Kalamazoo College
- Lawrence Technological University
- Madonna University
- Michigan State University
- Northern Michigan University
- Oakland University
- Specs Howard School of Media Arts
- Syracuse University
- University of Detroit Mercy
- University of Michigan
- University of Michigan-Dearborn
- University of Michigan-Flint
- Valparaiso University
- Wayne State University
- Western Michigan University

DUE TO THE GLOBAL COVID-19 PANDEMIC THE INTERSHIP PROGRAM WAS PAUSED DURING THIS REPORTING TIME.

Below are the recruitment semesters during this period and the number of students selected for internships:

Fall Semester 2020	<u>0</u>	Students
Winter Semester 2021	<u>0</u>	Students
Spring/Summer Semester 2021	<u>0</u>	Students

Section 3: Supplemental Outreach Activities continued.

3. Participation in job banks, internet programs and other programs designed to promote outreach generally (i.e. that are not primarily directed to providing notification of specific job vacancies).

"FOX 2 Job Shop"-

An unstable economy and high unemployment were the inspiration for the FOX 2 Job Shop. The project began in 1998 and quickly became a key component of all Fox 2 newscasts and fox2detroit.com. Metro Detroit was hit hard by the crumbling economy – much of which was tied to turbulence in the auto industry. Fox 2 anticipated the community's need for such information first by airing "Job Shop" specials, that ultimately evolved into a major franchise, with the "Job a Day" Feature, plus thousands of other job posting, career advice that has developed into a one-stop-shop that includes job search templates (cover letters, resumes, proper attire, etc.); the Job Shop Grad Guide for students transitioning into the world of work: networking opportunities and job fairs designed to help put the people of Michigan back to work. Job Shop's steady growth and popularity have made it the first stop for those seeking broadcast television jobs at Fox 2, as well and is now an important feature on all Fox O & O Stations.

"The Hunt"

In the interest of providing real-life, relatable examples of local job seekers and their experiences, FOX 2 News continued to give viewers a unique perspective on the search for gainful employment with **The Hunt**, an original, documentary-style reality show created for fox2detroit.com. Launched June 16, 2014, we follow several selected Metro Detroiters as they search for employment in a tough town, during tough times. Along the way, the FOX 2 Job Shop team provides insight and resources to help them achieve their missions. Their experiences resonate with all job seekers, especially people seeking careers in broadcast television who watch this station intently, hoping to find the path leading to such careers.

Section 3: Supplemental Outreach Activities continued.

4. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

The Stations also participate regularly in career mentoring and scholarship programs at schools and universities. Examples of such events during the period above include:

Emma L. Bowen Foundation for Minority Interests in Media, Inc.-

Established in 1989, the Emma L. Bowen Foundation for Minority Interests in Media is a non-profit organization whose mission is to create career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development. Students in the program work in media companies each summer and during school breaks, from high school through college. The student earns both salaries and match scholarship funds to be used for college tuition and related expenses. Over a period of up to five years, the students experience numerous aspects of corporate operation and develop professional and practical skills that will help prepare them for their careers, many of which begin at the companies where the students interned. Fox Television Stations has been a corporate partner in this program since its inception and two of the Company's executives are on the Foundation's board.

Courageous Persuaders Video Scholarship Competition-

Inspired by the numerous incidents of teen drunk and drugged driving in Metropolitan Detroit, FOX 2 joined forces with the Detroit Auto Dealers Association and local advertising agencies in its support of the Courageous Persuaders video scholarship competition. Courageous Persuaders harnesses peer pressure and youthful exuberance by inviting high school students to join in a creative and entertaining competition to make a TV commercial about the dangers of alcohol/substance abuse. Courageous Persuaders is about replacing negative, dangerous images from movies, commercials and television, which portray drinking as "cool," with positive images that emphasize the dangers of underage and binge drinking. Not only does the Courageous Persuaders initiative provide high school students an opportunity to win scholarship money, but they are also viewed as role models by their peers and the younger middle school students who are the target audience for their message. The grand prize-winning commercial airs on TV as a public service announcement, and budding journalists get their first taste of broadcast TV.

Urban League -

FOX 2 was happy to support the Detroit Urban League Salute to Distinguished Warriors Event, which honors local champions who are leaders in civil and human rights. We supported it by producing a video that highlighted one of the Urban League's youth outreach programs. The Youth Dialogue is a multi-generational symposium that gives urban youth the opportunity to meet face-to-face with 'warriors' who can share their wisdom, history, and guidance. We met with the young people and discussed their possible future endeavors in the broadcasting business.

Section 3: Supplemental Outreach Activities continued.

5. **Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.**

Fox Station Sales

An in-house national sales organization, maintains a program to train new sales account executives, which is actively supported by WJBK FOX 2's Sales Department. This program consists of both coursework and hands-on training. At the end of the program, individuals are assigned to the Company's television stations and sales offices throughout the United States.

Additional Department Training Opportunities

During this reporting period, the Station, WJBK FOX 2, provided training for employees in various departments are as follows:

WJBK FOX 2 encourages employees to apply for promotions for which they are qualified. In an effort to increase internal promotions, the station offers many internal cross-training opportunities. This enables the employees to acquire the necessary skills and experience needed to be considered for advancement opportunities. The Station has trained and promoted internally from the following programs:

Sales Department

- FLX OTT/CTV Product Training
- FLX OTT/CTV Ordering Training
- FLX OTT/CTV Forecasting Training
- FLX OTT/CTV Campaign Dashboard Training
- Digital Ordering via Wide Orbit
- Digital Performance Reporting via Google Analytics
- Digital Video Conversion Training
- **Finance Department**
- Coupa Training / Workday Financials replacing JDE

Human Resources Department

- Workday Weekly Training Video Calls – Ongoing for all FTS HR Directors to review and implement HR work processes and system updates.
- Weekly HR Support Calls – Ongoing for all FTS HR Directors in supporting colleagues with implementing work processes and station updates during the Covid pandemic and current events.
- Mercer Weekly: Responding to Racial Injustice – June 25, 2020 for all HR Directors.

- Worksite Access Personnel and Workcare Screening Training – July 22, 2020 and July 28, 2020 for roll-out of Workmatters/Workcare application to use for screening employees and contact tracing.
- Women@: A Conversation with Jean Fuentes, SVP of Human Resources on her career background, thoughts on leadership, mentoring and the importance of diversity and inclusion – October 13, 2020 for all employees.
- Workday Learning & Development Training - FOX Corporation offers Online Learning and Development Courses available for all employees. Several course sessions this reporting period included: "Leading in Times of Uncertainty," "Well-Being at Work," "Microsoft Office Excel" and "Microsoft Office Outlook" Tips & Tricks.
- Workday Learning & Development Training – Ongoing additional programs available for all employees include: "LinkedIn Learning," "Mentor Match," and "Harvard Business Mentor."
- FOX Corporation Compliance Training – Ongoing yearly for all staff employees on "Annual Compliance Certification," "Anti-Bribery and Anti-Corruption," "Cyber Security-Phishing," "Identifying Phishing Attempts," "Anti-Trust Basics," "Employee Safety Orientation," "In-person Inclusion and Harassment Prevention Training for New York."
- Ongoing, Employment Law 2020-2021 Year Review, Expansion of Protected Categories Under Anti-Discriminations Laws training.
- Ongoing, Employment Law 2020-2021, Year Review, Arbitration, training.
- 7-15-2021 Emma Bowen Foundation Virtual Career Fair
- 2-22-2021 How the Incoming Administration Changes How We Talk About Diversity Featuring Kevin Lord EVP of Human Resources for Fox Corporation in conversation with Donna Brazille Political Strategist, Author and Fox News Contributor
- 4-1-2021 Voices for Change Committee, Featuring Joe Davis and David Scherer
Topic: Power and Race

In addition, workshops and seminars are conducted through the Company's Employee Assistance Program (EAP) available for all employees. Various topics attended this reporting period included:

- "Stress Management" – July 30, 2020
- "Becoming a Better You" – August 27, 2020
- "Financial Wellness Playbook" – October 8, 2020
- "Managing Interpretations & Expectations" – November 5, 2020
- "Finding Your Resilience During Covid" – November 18, 2020
- "Your New Normal & Staying Connected During Covid" – January 14, 2021

News Department

- Women@: A Conversation with Jean Fuentes, SVP of Human Resources on her career background, thoughts on leadership, mentoring and the importance of diversity and inclusion – October 13, 2020 for all employees.

- Workday Learning & Development Training - FOX Corporation offers Online Learning and Development Courses available for all employees. Several course sessions this reporting period included: "Leading in Times of Uncertainty," "Well-Being at Work," "Microsoft Office Excel" and "Microsoft Office Outlook" Tips & Tricks.
- Workday Learning & Development Training – Ongoing additional programs available for all employees include: "LinkedIn Learning," "Mentor Match," and "Harvard Business Mentor."
- Ongoing, Drone Training
- Ongoing, How to publish stories to www.fox2detroit.com – attended by news team, including producers, writers, assignment editors, reporters and anchors.
- Ongoing, On-site training by existing staff for writers learning to produce newscasts.
- Ongoing, Remote Contribution Training for photographer/editors.

Creative Services

- Harvard Manage Mentor Program
- Ongoing Drone Training

Engineering Department

- Vela Training – August 2020 for all Maintenance Engineers and Engineering Managers.
- Lexi the New Closed Captioning Service

All Employee Training

- FOX Corporation Compliance Training – Ongoing yearly for all staff employees on "Annual Compliance Certification," "Anti-Bribery and Anti-Corruption," Cyber Security-Phishing," "Identifying Phishing Attempts," "Anti-Trust Basics," "Employee Safety Orientation," "In-person Inclusion and Harassment Prevention Training for New York."

Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting:

Amy Andrews, Anchor

6-22-2020 Virtual Guest Speaker, Tigers Career Day, Detroit

Taryn Asher, Anchor/Reporter

3-5-2021 Virtual Guest Speaker, West Maple Elementary School West Bloomfield.

Jessica Dupnack, Reporter

Ongoing Virtual Mentorship, Journalism Students, Powers Catholic School, Flint. Virtual

Erika Erickson, Reporter

Ongoing Virtual Mentorship, Wayne State Journalism Students, Detroit

Michael Estime/Meteorologist

1-7-2021 Virtual Guest Speaker, Lakewood Elementary School, Ann Arbor
 1-14-2021 Virtual Guest Speaker, Levey Middle School, Southfield
 1-28-2021 Virtual Guest Speaker, Estabrook Elementary, Ypsilanti
 2-11-2021 Virtual Guest Speaker, Central Michigan University Meteorology Students, Mount Pleasant
 2-12-2021 Virtual Guest Speaker, Central Michigan Journalists Students, Mount Pleasant
 2-26-2021 Virtual Guest Speaker, J. E. Clark Academy, Detroit
 3-4-2021 Virtual Guest Speaker, Edgemont Elementary School, Detroit
 3-18-2021 Virtual Guest Speaker, Manoogian Elementary School, Southfield
 4-29-2021 Virtual Guest Speaker, Brick Elementary School, Ypsilanti
 4-30-2021 Virtual Guest Speaker, St. Mary's Elementary, Mount Clemens
 5-7-2021 Virtual Guest Speaker, Gardner Elementary School, Detroit
 5-12-2021 Virtual Guest Speaker, Laurus Academy, Southfield

Hilary Golston, Reporter

Ongoing Virtual Mentorship, Journalism Student Michigan State University.

Jennifer Hammond, Reporter

2-10-2021 Virtual Mentorship, Journalism Student, Detroit Cristo Rey, Detroit
 3-22-2021 Virtual Mentorship, Journalism Student, UCLA, Los Angeles
 3-25-2021 Virtual Mentorship, Journalism Student, Ernest W. Seaholm High School, Birmingham
 4-28-2021 Virtual Mentorship, Journalism Student, Wylie D. Groves High School, Beverly Hills

Al Johnson, Planning Editor

Ongoing Online Alumni Profile Mentoring, Specs Howard School of Media Arts, specshoward.edu/graduate-stories.

James Jackson, Photographer/Editor

Ongoing Online Alumni Profile Mentoring Specs Howard School of Media Arts, specshoward.edu/graduate-stories.

Cynthia Johnson, Assignment Editor

Ongoing Online Alumni Profile Mentoring Specs Howard School of Media Arts, specshoward.edu/graduate-stories.

Gregg Kanner, Producer, Sports

Ongoing Intern Coordinator, Sports Department, Southfield.

Ingrid Kelly, Reporter

Ongoing Guest Speaker, Urban League of Detroit & Southeastern Michigan.

Ongoing Speaker Commencement, Gesu Catholic High School, Detroit.

Derek Kevra, Meteorologist/Anchor

3-24-2021 Virtual Guest Speaker, 3rd Graders, Schweitzer Elementary, Westland

4-5-2021 Virtual Guest Speaker, Kindergarteners, Everbrook Elementary, Novi

4-20-2021 Virtual Guest Speaker, 8th Graders, Paw Paw Middle School, Paw Paw

Alex Kimbrough, Director

Ongoing Virtual Guest Speaker, Cass Tech High School, (Journalism Day), Detroit.

Ongoing Online Alumni Profile Cass Tech High School, Detroit.

Rick Kinstle, Technical Director/Audio Engineer

Ongoing Online Alumni Profile Mentoring, Specs Howard School of Media Arts, specshoward.edu/graduate-stories.

Josh Landon, Reporter/Anchor

Ongoing Virtual Guest Speaker, Commencements, Denby High School, Detroit.
4-27-2021 Virtual Guest Speaker, Eastern Michigan University, Journalism Students
Ypsilanti
5-15-2021 Virtual Guest Speaker, Diversity & Journalism Detroit Public School, Detroit

Maurielle Lue, Anchor

Ongoing Virtual Mentorship, Big Brothers & Big Sisters of Detroit, Detroit.

Rich Luterman, Chief Meteorologist/Anchor

Ongoing Virtual Mentorship, Michigan State University Student, East Lansing.
4-24-2021 Virtual Mentorship, Michigan State University Student, Hikaru Kudo,

Dan Miller, Sports Director/Anchor

Ongoing Virtual Mentorship, Bowling Green Ohio, Broadcasting Students, Bowling
Green
Ongoing Virtual Mentorship, Florida State University, Journalism Student, Tallahassee
Ongoing Virtual Mentorship, Michigan State University, Journalism Student, Ann Arbor

Laura Moore, Assistant News Director

Ongoing Intern Coordinator, Junior and Senior College Students of
Broadcasting/Journalism:
8-16-2021 Virtual Mentorship, Flint Journalists, Flint
11-5-2021 Virtual Mentorship, Journalist Students, Madonna University
3-1-2021 Virtual Mentorship, Flint Journalists, Flint

Robin Murdoch, Reporter

1-25-2021 Virtual Guest Speaker, Emerson College Journalism Students, Boston
2-22-2021 Virtual Mentorship, University of Michigan Journalism Students, Dearborn
3-1-2021 Virtual Guest Speaker, Lessenger Elementary, Madison Heights
3/22/2021 Virtual Guest Speaker, Career Week, Detroit Public Schools, Detroit
3-31-2021 Virtual Guest Speaker, Oakland Elementary School, Royal Oak

Roop Raj, Reporter/Anchor

Ongoing Virtual Guest Speaker, Troy High School, Journalism Class, Troy.
Ongoing Virtual Mentorship, Lawrence Institute of Technology Broadcasting/Journalism
Students, Southfield
Ongoing Virtual Mentorship, Troy High School, Broadcasting Students, Troy

Connie Smith, News Producer

Ongoing Online Alumni Profile Mentoring, Specs Howard School of Media Arts,
specshoward.edu/graduate-stories.

Rob Wolchek, Reporter

Ongoing Virtual Guest Speaker, Lutheran North High School, Eastpointe
Ongoing Virtual Mentorship, Michigan State University, Journalism Student, Lansing
Ongoing Virtual Mentorship, Central Michigan University, Journalism Student, Mount
Pleasant
Ongoing Virtual Mentorship, University of Cleveland, Journalism Student, Cleveland

Woody Woodriffe, Reporter/Anchor

4-24-2021 Mentorship, Michigan State University Student, Hikaru Kudo, Virtual

Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting:

Roop Raj, Reporter/Anchor

Ongoing: Keynote Speaker, Bloomfield Youth Assistance Annual Outstanding Youth Citizen Dinner Program (providing scholarships and enrichment opportunities for students of the Bloomfield Hills School District)

Ongoing: "Money Monday" reports re: ways parents can influence their children in establishing solid financial values, including charitable giving; helping college students establish good credit as they plan for life and work outside of the campus setting; red flags to note when applying for college scholarships.

Participation in other activities designed by the station employment unit reasonably calculated to further goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities:

Al Johnson, Planning Editor

Ongoing Online Alumni Profile, Specs Howard School of Media Arts,
specshoward.edu/graduate-story

Cynde Johnson, Assignment Editor

Ongoing Online Alumni Profile, Specs Howard School of Media Arts,
specshoward.edu/graduate-story

Charlie Langton, Anchor/Reporter

2-11-2021 Virtual Host of Station Tour, Visitors, Wayne County Community College
WJBK, Fox 2, Southfield,